

Extra Ordinary Part - I-L / 2019

Extra No.	Date	Department
Extra No.1	28-01-2019	Labour & Employment Department
Extra No.2	03-06-2019	Labour & Employment Department
Extra No.3	13-06-2019	Labour & Employment Department
Extra No.4	30-07-2019	Labour & Employment Department

EXTRA No. 1



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated 21st January, 2019.

MINIMUM WAGES ACT, 1940.

No. KHR/05/LVD/10/2013/137275/2019/M(2).—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948), : (hereinafter referred to as “the said Act”) of revise the minimum rates of wages payable to the employees employed in agriculture, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft notification will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect to the said draft on or before the expiry of aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2019/05/LVD/10/2013/137275/M(2).-In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948) and supersession of the Government Notification, Labour and Employment Department No. KHR/2015/08/LVD/10/2013/137275/M(2), dated the 21st January 2015, and the Government Notification, Labour and employment Department No. KHR/2016/175/LVD/10/2011/GOI.04/M(2), dated the 19th September, 2016 the Government of Gujarat after consulting the Minimum Wages Advisory Board constituted under section 7 of the Act, hereby revises the minimum rates of wages payable in respect of the employees employed in sugarcane cutting in the employment in the agriculture and to the employees in the employment in agriculture. Now the Government of Gujarat has decided to have merger of both the said scheduled employment in one schedule of the employment as “Employees employed in the Agriculture” for the whole of the State of Gujarat so as to consist of :

- (a) the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof for 8 hours of work per day;
- (b) a special allowance, at the rate to be adjusted by the competent authority at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th September and 31st March respectively in such manner that –
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employment, special allowance payable in addition to the basic rate of wages shall be ₹ 0.20 per day or ₹ 05.20 per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of ₹ 0.20 per day or ₹ 05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Agriculture

Sr. No.	Class of employees	Rate payable per day
1	2	3
2	Employees employed in the agriculture.	₹ 265.00

Explanation :

The entire State shall be treated as one Zone.

- (1) There shall be no discrimination between male and female workers in the payment of minimum wages.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rate of wages plus special allowance payable to him for the number of hours of work which constitutes normal working day shall not be less than the daily wages fixed for the class of the employees to which he belongs.
- (3) An employee employed on part time basis shall be paid fifty per cent of the minimum rate of the wages and special allowance, if he works up to four hours and if he works for more than four hours, he shall be paid full minimum rate of wages plus special allowance.
- (4) An employee employed by contractor or othre agencies shall not be paid less than the wages plus special allowance payable to the category or the employees to which they belong.
- (5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rate of wages plus special allowance.
- (6) Male and Female employees shall be given equal wages for equal work.

By order and in the name of the Governor of Gujarat.

R. H. VASAVA,

Deputy Secretary to Government

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Government Press & Stationery, Anandpura, Kothi Road, Vadodara-390 001.

EXTRA No. 2



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

સચિવાલય, ગાંધીનગર, તારીખ ૩૦મી મે, ૨૦૧૯.

જાહેરનામું

સને ૧૯૪૭નો ઔદ્યોગિક વિવાદ અધિનિયમ, (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/૩૧/આઈડીએ/૧૧૧૨/૭૫૧૮૫૧-મ(જ)/૨૦૧૯.—ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં ફર્ટીલાઈઝર્સ આવેલ ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા ખંડ (ઢ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ગુજરાત નર્મદા વેલી ફર્ટીલાઈઝર્સ એન્ડ કેમીકલ્સ લી., ભરૂચ યુનિટ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી બે (૨) વર્ષની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

આર. એચ. વસાવા,
નાયબ સચિવ,
શ્રમ અને રોજગાર વિભાગ.

EXTRA No. 3



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શ્રમ અને રોજગાર વિભાગ

સચિવાલય, ગાંધીનગર, તારીખ ૭મી જુન, ૨૦૧૯.

જાહેરનામું

સને ૧૯૪૭નો ઔદ્યોગિક વિવાદ અધિનિયમ, (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/આઈડીએ/૧૧૧૬/૭૨૩૨૦-મ(જ)/૩૮/૨૦૧૯.—ગુજરાત સરકારને ખાતરી થઈ છે કે, ગુજરાતમાં આવેલ “ક્લોરિન પ્રોડ્યુસ એન્ડ બાય પ્રોડક્ટ ઈન હ્યુજ ક્વોન્ટિટી” ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી (૧) ગુજરાત આલ્કલીસ એન્ડ કેમીકલ લીમીટેડ, વડોદરા યુનિટ, અને (૨) ગુજરાત આલ્કલીસ એન્ડ કેમીકલ લીમીટેડ, દેહેજ યુનિટ, હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી બે (૨) વર્ષની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

આર. એચ. વસાવા,
નાયબ સચિવ,
શ્રમ અને રોજગાર વિભાગ.

જાહેરનામું

સને ૧૯૪૭નો ઔદ્યોગિક વિવાદ અધિનિયમ, (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર/આઈડીએ/૧૦૨૦૧૦/૮૫૮૬૦૩-મ(જ)/૩૭/૨૦૧૯.—ગુજરાત સરકારને ખાતરી થઈ છે કે, ઔદ્યોગિક વિવાદ ધારા-૧૯૪૭ની કલમ-૨ના ખંડ (એન)ના પેટા ખંડ(દ) હેઠળ આવશ્યક જાહેર સેવાઓ તરીકે જાહેર કરી શકાય તેવા ગુજરાતમાં આવેલ ઉદ્યોગો અન્વયે પહેલી અનુસૂચિના ક્રમાંક : ૧ સામે નિર્દિષ્ટ ઉત્તરુઓને અથવા માલને જમીન અથવા જળમાર્ગે લઈ જવા માટેના (રેલ્વે સિવાયનો બીજો) વાહન વ્યવહાર ઉદ્યોગ હેઠળના શ્રમયોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી, હવે ઉક્ત અધિનિયમની કલમ-(૨) ના ખંડ (એન) ના પેટા ખંડ (દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ગુજરાત કેમીકલ પોર્ટ ટર્મિનલ કું. લી., પો. લખીગામ, વાયા દહેજ, જિ. ભરૂચ હેઠળના શ્રમયોગીઓના રોજગારની સેવાઓને આ જાહેરનામું રવાના થયા તારીખથી બે (૨) વર્ષની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

આર. એચ. વસાવા,
નાયબ સચિવ,
શ્રમ અને રોજગાર વિભાગ.

EXTRA No. 4



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PART I-L

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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated 24th July, 2019.

MINIMUM WAGES ACT, 1948.

No. KHR/2019/70/LVD/10/2013/755760/M(2).—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 read with clause (i) of sub section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), : (hereinafter referred to as “the said Act”) for revising the minimum rates of wages payable to the employees employed in the scheduled employments in part-I of the said Act, as specified in the list of the Schedule annexed to this notification (hereinafter referred to as “the said Scheduled employments”) in the whole of the State of Gujarat, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby

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given that the said draft will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect to the said draft notificaton on or before the expiry of aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2019/70/LVD/10/2013/755760/M(2).—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification, Labour and Employment Department No. KHR/15/MWA/102008/302/M(2), dated the 11th February 2009, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of :

1. The basic rates of wages as set out in column 3 of the Schedule appended hereto for the employees employed in the said Scheduled employment in the State of Gujarat as the basic rate payable by the day respectively in zone to the classes of the employees menttioned against them in column 2 thereof; and employer has to pay minimum rates of wages with prevailing special allowance for 8 hours of work as prescribe production norms for given activity.
2. A special allowance, and directs that so long as this notification is in force, the rate of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st Octorber and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employment, the special allowance payable in addition to the basic rate of wages shall be ₹ 0.20 per day or ₹ 05.20 per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of ₹ 0.20 per day or ₹ 05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Brick Manufacturing Industry

Sr. No.	Class of Employees	Rates payable per day (Rs.)
1	2	3
1	(a) Patlawala-A (Bricks Moulder) (Where employees are required to dig earth, prepare mud mixture mould bricks dry them thereafter arrange them in proper rows and clean the place of works.)	₹ 293.00 (1100 <u>Bricks</u>)
	(b) Patlawala B where employees are provided with earth at the work site by the employer and where after the employee is required to prepare mud mixture, mould bricks dry them arrange rows and clean the place of work.)	₹ 284.00 (1000 <u>Bricks</u>)
2	Bhartiwala (Raw Brick Carrier)	₹ 276.00 (1100 <u>Bricks</u>)
3	Khadkania (Bricks Arranger)	₹ 276.00 (1000 <u>Bricks</u>)
4	Nakashi (Finished Bricks carrier)	₹ 276.00 (1000 <u>Bricks</u>)
5	Accountant Supervisors, Mukadam	293.00
6	Mistry	293.00
7	Jalalya (Fireman) And Clerk	293.00
8	Tikdiwala, Chokidar, Peon and other Miscellaneous Labour.	293.00
9	Truck Driver and Car Driver	293.00

* If any brick manufacturing industry Employs a truck driver of a car driver, such driver shall be paid minimum rate of wages and the special allowance at the same rates as re applicable to a driver in respect of the Employment in Motor Transport.

Explanation :

The employees shall be entitled to get “Full back wages” at the rate of fifty percent only where the employer fails to provide him work due to bad weather or for any other reason. The “Full back wages” shall be the average daily wages calculated on the basis of basic rates plus special allowance received in the previous month by the employee :

Provided that the employee shall not be entitled to get “Full back wages” for the day, if he earns less than the amount of “Full back Wages” on that day on account of his unwillingness to work for any reason what so ever.

Explanation for the purpose of this Notification.

- (1) The entire State shall be treated as one Zone.
- (2) The main object of this notification is to prevent the unrealistic fixation of production norms for 8 hours of works. Therefore, the output per worker for 8 hours has been scientifically studied and derived by Mahatma Gandhi Labour Institute, Ahmedabad.
- (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rate of wages plus special allowance payable to him for the number of hours of work which constitutes normal working day shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (4) An employee employed on part time basis shall be paid 50 per cent of the minimum rates of wages and special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) An employee employed by contractor or othre agencies shall not be paid less than the wages plus special allowance payable to the category or the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and Female employees shall be given equal wages for equal work.

- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75 per cent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat.

R. H. VASAVA,

Deputy Secretary to Government

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated 24th July, 2019.

MINIMUM WAGES ACT, 1948.

No. KHR/2019/71/LVD/10/2013/755760/M(2).—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 read with clause (i) of sub section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as “the said Act”) for revising the minimum rates of wages payable to the employees employed in the scheduled employment in part-I of the said Act, as specified in the list of the Schedule I and Schedule II annexed to this notification (hereinafter referred to as “the said Scheduled employments”) in the whole of the State of Gujarat, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect to the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2019/71/LVD/10/2013/755760/M(2).—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification, Labour and Employment Department No. KHR/35/

MWA/102008/302/M(2), dated the 11th February 2009, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of :

1. The basic rates of wages as set out in the Schedules appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof; and employer has to pay minimum rates of wages with prevailing special allowance for 8 hours of work as prescribe production norms for given activity.
2. A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employment, the special allowance payable in addition to the basic rate of wages shall be ₹ 0.20 per day or ₹ 05.20 per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of ₹ 0.20 per day or ₹ 05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be the 1st April, the prospective month of that particular year.

SCHEDULE I

Employment in any establishment engaged in manufacturing readymade garments or its accessories and tailoring establishment employing more than three workers.

Sr. No.	Class of Employees	Rates payable per day (Rs.)
1	2	3
1	Category-I Design maker, Pattern maker, Supervisor production, Master cutter, Manager	293.00

Sr. No.	Class of Employees	Rates payable per day (Rs.)
1	2	3
2	Category-II Cutter, checker, Sample tailor grade-I (Readymade), Coat maker, Pant maker, Accountant, Salesman, Mechanic, Electrician	293.00
3	Category-III tailor Grade-2 (Readymade), Alterationman (exclusively), Assistant Cutter, Collar Maker, Shirt Maker (Made to order), Store keeper, Clerk-Typist, Painter (Bra clip painting). Ironer-A (For garment made out of wool, silk terine, terricot and other synthetic yarns), driver, specified packer	284.00
4	Category-IV Tailor Grade-3 (Readymade), Cap Maker, Special Purpose Machine Operator, e.g. Embroidery Man, Button hole machine operator, Button stich machine operator, Bind stich machine operator, Over Locking (Overedging), Iron-B (For cotton garment). Folder, Spreader	284.00
5	Category-V Thread cutter, Delivery Man, Peon, Gaajawala (by hand), Tomwala (by hand), Hookwala (by hand), Helper, Sweeper Boys, Watchman.	276.00
6	Category-VI (Process) Lable attach, Collar making, Collat attach, Solder attach, Sleeve top, Side seam, Pocket making and attaching, Key pocket, front pocket, zipper, back pocket attaching, back pocket finish, back pocket pattern making, back pockets, manual gaze	As per Annexure-A
7	Category-VII (Process) Yoke/back attach, cuff top, Cuff finish, bottom cutting, Bottom hem, Bottom Hole, marking, Bottom Attach, Pressing, Folding, button patti making, Jatti attach, Yoke, Five thread inside stitching, pent side stitching, Side top stitching, Inside pent, belt attach, Belt finish, Bottom making, Bartact, Loop Seating, Loop Making, Buttom fitting.	As per Annexure-B

Annexure A

Sr. No	Process	Production Norms (8 Hours) Pieces	Rates payable per day (₹)
1	2	3	4
1	Label attach	1200	293.00
2	Collar making	133	293.00
3	Collat attach	320	293.00
4	Solder attach	417	293.00
5	Sleeve top	480	293.00
6	Side Seam	389	293.00
7	Pocket making and attaching	72	293.00
8	Key pocket	343	293.00
9	front pocket	218	293.00
10	Zipper	240	293.00
11	back pocket attaching	152	293.00
12	back pocket finish	213	293.00
13	back pocket pattern making	554	293.00
14	back pockets	192	293.00
15	Manual gaze	1152	293.00

Annexure B

Sr. No	Process	Production Norms (8 Hours) Pieces	Rates payable per day (₹)
1	2	3	4
1	Yoke/back attach	702	293.00
2	cuff top	702	293.00

Sr. No	Process	Production Norms (8 Hours) Pieces	Rates payable per day (₹)
1	2	3	4
3	Cuff finish	411	293.00
4	Bottom cutting	1067	293.00
5	Bottom hem	600	293.00
6	Bottom hole	320	293.00
7	Marking,	626	293.00
8	Bottom attach	343	293.00
9	Pressing	228	293.00
10	Folding	313	293.00
11	Button patti making	1028	293.00
12	Jatti attach	2400	293.00
13	Yoke	533	293.00
14	Five thread inside stitching	686	293.00
15	Pent side stitching	1600	293.00
16	Side top stitching	1252	293.00
17	Inside pent	1107	293.00
18	Belt attach	1200	293.00
19	Belt finish	960	293.00
20	Bottom making	1028	293.00
21	Bartact	738	293.00
22	Loop Seating	1066	293.00
23	Loop making	1371	293.00
24	Buttom fitting	1107	293.00

SCHEDULE II

Employment in any establishment engaged in manufacturing Readymade garments or its accessories and tailoring establishments employing more than three workers. (piece rate)

Sr. No	Name of Items	Rate of one dozens (₹)	Targeted no of Items
1	2	3	4
	Category 1		
1	Petticoat blouse (set)	500.00	02
2	Petticoat (Special) Frock (Midi) Frock (Ordinary) Baba suit	287.00	12
3	Gown (Zabba) Bushshirt/sadra	258.00	36
4	Chadibag	254.00	60
	Category 2	Production Norms (8 Hours) Pieces	Rates payable per day (₹)
1	Kurti	34	293.00
2	Chaniya	28	293.00
3	Pent	20	293.00
4	Shirt	20	293.00
5	Chudidar	22	293.00
6	Anarkali (Satin)	7	293.00
7	Anarkali (Net)	5	293.00

Explanation for the purpose of this Notification.

- (1) The entire State shall be treated as one Zone.
- (2) The main object of this notification is to prevent the unrealistic fixation of

production norms for 8 hours of works. Therefore, the out put per worker for 8 hours of works has been scientifically studied and derived by Mahatma Gandhi Labour Institute, Ahmedabad.

- (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (4) An employee employed on part time basis shall be paid 50 per cent. of the minimum rates of wages and special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) An employee employed by contractor or othre agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and Female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75 per cent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat.

R. H. VASAVA,

Deputy Secretary to Government

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated 24th July, 2019.

MINIMUM WAGES ACT, 1948.

No. KHR/2019/72/LVD/10/2013/755760/M(2).—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 read with clause (i) of sub section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as “the said Act”) for revising the minimum rates of

wages payable to the employees employed in the scheduled employment in part-I of the said Act as specified in the list of the Schedule I, Schedule II and Schedule III annexed to this notification (hereinafter referred to as “the said Scheduled employments”) in the whole of the State of Gujarat, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect to the said draft Notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2019/72/LVD/10/2013/755760/M(2).—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section-4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification, Labour and Employment Department No. KHR/29/MWA/102008/302/M(2), dated the 11th February 2009, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of :

1. The basic rates of wages as set out in the Schedule appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof; and employer has to pay minimum rates of wages with prevailing special allowance for 8 hours of work as prescribe production norms for given activity.
2. A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basic of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to he employees in the said scheduled employments, special allowance payable in addition to the basic rate of wages shall be ₹ 0.20 paisa per day or ₹ 05.20 per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of ₹ 0.20 paisa per day or ₹ 05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the Date 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE I

Employment in Jari Industry

Sr. No.	Classes of Employees	Rates Payable per day (₹)
1	2	3
I	Skilled Patlawala (a) Gathai bandhanar (b) Haramwala (c) Ustad, Tania (Real and Imtation) (a) UStad(Manager) Trakwala, Kasab Winder (b) Chanadia (c) Badla-chaap padnar, Tikawala, Tuber cutter, Chalakwada, Badla chhap padnar, Wise chhap padnar, Katoriwala, Kangrawala, Wire chhap padnar, Kundi Gilt, Giltwala, Fitwala and Kinariwala, Fit Weaver and Kinari-weaver, Gilding (Gold and Powder), Gilder, Gota-wala Thappawala, Gota and Thappa Weaver, Asarwala, Employees working on Twisting Machine, Die Making (a) Nagg ghasnar, (b) Nang padnar, (e) Nang fitter, (f) Nangar, LAdi Making, Mutawala, Jari Embroidery Workers.	293.00
II	Semi-skilled Patlawala (a) Galner, (b) Tapnar, (c) Drawer on Chapad, (d) Drawer on Gadhedia, Taia (Real and Imitation), Patlawala and Pawalwala Kasab Winder (a) Winder (Wintwawala) (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hitter), Chalakwala, Chalak Padnar, Kangriwala, Kangri Padnar, Katoriwala, Katori Padnar, Kindli Gilt, Employees doing Miscellaneous Work, Kasab Chhap padnar	284.00

III	Unskilled Pawthwala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, Employees doing miscellaneous work.	276.00
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SCHEDULE II

I Kasab Vinatvawala (Winder), Akhadedars.

- (1) Real slender kasab (pure silk and silver) ₹ 2109.00 per Kg. of the material (Badla)
- (2) Imitation Slender Kasab (Pure silk and silver Electroplated copper wire) ₹ 2111.00 per Kg. of the material (Badla)
- (3) Real art silk kasab (Real silver and art silk of 75 deniers) ₹ 1683.00 per Kg. of the material (Badla)
- (4) Imitation kasab (Art silk of 55 deniers and silver electro plated copper wire of 70 guage) ₹ 1270.00 per Kg. of the material
- (5) Imitation kasab (Art silk of 55 deniers and silver electro plated Copper wire of 60 guage) ₹ 852.00 per Kg. of the material
- (6) Imitation kasab (Art silk of 75 deniers and silver electro plated Copper wire of 60 guage) ₹ 799.00 per Kg. of the material (Badla)
- (7) Imitation kasab (Art silk of 75 deniers and silver electro plated Copper wire of 40 guage) ₹ 636.00 per Kg. of the material (Badla)
- (8) Imitation kasab (Art silk of 100 deniers and silver electro plated Copper wire of 36 guage) ₹ 569.00 per Kg. of the material (Badla)
- (9) Cotton Imitation Kasab (cotton yarn of counts 120/20 and 100/2 imitation wire of wire of 36 to 40 guage) ₹ 427.00 per Kg. of the material (Badla)
- (10) Cotton Imitation Kasab (cotton yarn of counts 80/2 and 60/2 imitation wire of 33 to 40 guage) ₹ 348.00 per Kg. of the material (Badla)
- (11) Cotton Imitation Kasab (cotton yarn of counts 60/2 and 40/2 imitation wire of 30 to 28 guage) ₹ 283.00 per Kg. of the material (Badla)
- (12) Cotton Imitation Kasab (cotton yarn of counts 60/3, 40/3 and 30/3 and imitation wire of 24 to 26 guage) ₹ 239.00 per Kg. of the material (Badla)
- (13) Thick cotton yarn Kasab Imitation wire guage of 20 or 22, ₹ 165.00 per kg. of the material (Badla)

II Imitation-Drawer (Tania), Akhadedars.

- (1) For Drawing wire of 80 gauge ₹ 694.00 per Kg. of wire.
- (2) For Drawing wire of 70 gauge ₹ 466.00 per Kg. of wire.
- (3) For Drawing wire of 60 gauge ₹ 311.00 per Kg. of wire.
- (4) For Drawing wire of 50 gauge ₹ 233.00 per Kg. of wire.
- (5) For Drawing wire of 40 gauge ₹ 200.00 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge ₹ 155.00 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge ₹ 116.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge ₹ 100.00 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge ₹ 85.00 per Kg. of wire.

SCHEDULE III

The special allowance to Akhadedar shall be paid at the following rates.

Imitation wire-drawer (Tania) Akhadedars.

- (1) For Drawing wire of 80 gauge ₹ 6.00 per Kg. of wire.
- (2) For Drawing wire of 70 gauge ₹ 4.00 per Kg. of wire.
- (3) For Drawing wire of 60 gauge ₹ 4.00 per Kg. of wire.
- (4) For Drawing wire of 50 gauge ₹ 4.00 per Kg. of wire.
- (5) For Drawing wire of 40 gauge ₹ 2.00 per Kg. of wire.
- (6) For Drawing wire of 33.36 gauge ₹ 1.00 per Kg. of wire.
- (7) For Drawing wire of 28.30 gauge ₹ 1.00 per Kg. of wire.
- (8) For Drawing wire of 24.26 gauge ₹ 1.00 per Kg. of wire.
- (9) For Drawing wire of 18.22 gauge ₹ 1.00 per Kg. of wire.

Explanation for the purpose of this Notification.--

1. The entire State shall be treated as one Zone
2. The main object of this notification is to prevent the unrealistic fixation of production norms for 8 hours of work. Therefor, the output per worker for 8 hours of work has been scientifically studied and derived by Mahatma Gandhi Labour Institute, Ahmedabad.
3. In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted

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normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
4. An employee employed on part-time basis shall be paid 50 per cent. of the minimum rates of wages and special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
 5. An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
 6. The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
 7. Male and female employees shall be given equal wages for equal work.
 8. The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75 per cent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat.

R. H. VASAVA,

Deputy Secretary to Government

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated The 24th July, 2019.

MINIMUM WAGES ACT, 1948.

No. KHR/2019/73/LVD/10/2013/755760/M(2).—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 read with clause (i) of sub section (1) of section 4 of the Minimum Wages Act, 1948 (XI

of 1948), : (hereinafter referred to as “the said Act”) for revising the minimum rates of wages payable to the employees employed in the scheduled employments in part-I of the said Act as specified in the list of the Schedule annexed to this notification (hereinafter referred to as “the said Scheduled employments”) in the whole of the State of Gujarat, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2019/73/LVD/10/2013/755760/M(2).-In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of Section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notifications, Labour and Employment Department No. KHR/55/MWA/102008/302/M(2), dated the 11th February 2009, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of ;

1. The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof; and employer has to pay minimum rates of wages with prevailing special allowance for 8 hours of work as prescribe production norms for given activity.
2. A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employments, special allowance payable in addition to the basic rate of wages shall be ₹ 0.20 per day or ₹ 05.20 per month;

- (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of ₹ 0.20 per day or ₹ 5.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be the 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Tobacco (including bidi making manufacturing)

Sr. No.	Classes of Employees	Rates payable per day (₹)
1	2	3
1	Bidi Makers for Making 1000 Bidies	
	(a) Asotari Bidies (Asta Bidies) and Double Nakh Bidies	276.00
	(b) Single Nakh Bidies (Sadi Bidies)	276.00
2	Accountants	293.00
3	Motor vehicle drivers	293.00
4	Clerks	293.00
5	Employees attending to poer aid mills (Machine attendant) and tobacco grinder (Where Tobacco is ground by hand operated machine)	284.00
6	Motor Vehicle Cleaners	284.00
7	Employees attending to power aid grinding Machines (Attendants)	284.00

Sr. No.	Classes of Employees	Rates payable per day (₹)
8	Bidi Wrappers, Chokidar, Packers, Laborers, Tobacco Drivers, Persons doing the work of perfume Mixture and doing the work of leavening Gadaku Makers, Cleaners of Tobacco and all the others workers who are not covered under any of the Foregoing Entries.	276.00

Explanation for the purpose of this Notification.

- (1) The entire State shall be treated as one Zone.
- (2) The main object of this notification is to prevent the unrealistic fixation of production norms for 8 hours of work. Therefore, the output per worker for 8 hours of work has been scientifically studied and derived by Mahatma Gandhi Labour Institute, Ahmedabad.
- (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (4) An employee employed on part time basis shall be paid 50 per cent of the minimum rates of wages and special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and Female employees shall be given equal wages for equal work.

- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75 per cent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.
- (9) (a) The minimum rates are to be paid to the employees where the leaves are supplied by bundles of 25 each.
- (b) The minimum rates include charges for the cutting of leaves and packing of bundles of 25 each.
- (c) The employees shall be entitled to get the daily special allowance for 1000 bidies per day. If the output of the employee per day is more or as the case may be, less the special allowance shall be accordingly.
- (d) The employees shall be entitled to get guaranteed wages only where the employer fails to supply sufficient quantity of good raw material (including tobacco leaves) to roll 1000 bidies per day.
- (e) Where no raw material is supplied by the employer to the employee and the employer is will be entitled to get 50 per cent, of “ guaranteed wages”.
- (f) “The Guaranteed Wages” Shall be the average daily wages (Basic rate plus special allowance of the work done by the employee in last one month.
- (g) The employee shall not be entitled to get the guaranteed wages if he earns less than the amount of the guaranteed wages on an day on account of his unwillingness to work for any reason whatever.
- (h) Shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 1000 bidies per day.
- (i) The Employees who works for more than one employer shall not be entitled to get the guaranteed wages from any one of these employer.

- (j) The employee shall not be entitled to get the guaranteed wages if the failure of the employer to supply the raw material is due to fire catastrophe, epidemic, civil commotion of other similar causes are beyond his control.

By order and in the name of the Governor of Gujarat.

R. H. VASAVA,

Deputy Secretary to Government

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated The 24th July, 2019.

MINIMUM WAGES ACT, 1948.

No. KHR/2019/74/LVD/10/2013/755760/M(2).—The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 read with clause (i) of sub section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), (hereinafter referred to as “the said Act”) for revising the minimum rates of wages payable to the employees employed in the scheduled employments in part-I of the said Act as specified in the list of the Schedule annexed to this draft notification (hereinafter referred to as “the said Scheduled employments”) in the whole of the State of Gujarat, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat, on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any objections or suggestions which may be received by the Deputy Secretary, Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya, Gandhinagar, from any person in respect to the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2019/74/LVD/10/2013/755760/M(2).—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section-4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notifications, Labour and Employment Department No. KHR/50/MWA/102008/302/M(2), dated the 11th February 2009, the Government

of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat so as to consist of ;

1. The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of the basic rate payable by the day to the classes of the employees mentioned against them in column 2 thereof; and employer has to pay minimum rates of wages with prevailing special allowance for 8 hours of work as prescribe production norms for given activity.
2. A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employments, special allowance payable in addition to the basic rate of wages shall be ₹ 0.20 per day or ₹ 05.20 per month;
 - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of ₹ 0.20 per day or ₹ 05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be 1st April, the prospective month of that particular year.

SCHEDULE

Employment in Salt Pan Industry

Sr. No.	Classes of Employees	Proposed Rates payable per day (₹)
1	2	3
1	Skilled Mistry, Carpenter, Plumber, Blacksmith, Mechanic, Turner, Fitter, Welder, Meson, Drivers(Loco,Engine, Pump, Motor and Trucks), Supervisor, Clerk, Accountant, Cashier, Electrician, Foreman.	293.00

Sr. No.	Classes of Employees	Proposed Rates payable per day (₹)
2	Semi Skilled Mukadam tally clerk, Degree man, Earner man of Navghani, Lineman or Gang man (Trolley clerk), Assistant to fitter, Pumpman, Oilman, Brineman (Employee testing brine), Kantawala.	284.00
3	Un-skilled Majdoor, Sweeper, Mail, Cleaner, Sathi, Peon, Watchman, Gunni bag sticher	276.00

Explanation:--

- (1) In the case of an employee employed on piece rate basis, the minimum rates of remuneration payable to him shall be not less than the minimum rates of wages plus special allowance fixed for the class of employees to which he belongs.
- (2) (a) The basic rate of wages payable to the employee in the case of inland saltworks where the system of piece rate prevails and the workers are paid on the basis of salt manufactured by them at the end of manufacturing season shall be as follows-
 1. Per 30 Kg of salt manufactured which shall include the work relating the preliminary operations at the beginning of the season till the salt is manufactured.
 - (a) ₹ 5.00 If the implements are provided by the employer.
 - (b) ₹ 8.00 If the cost of implements is borne by the workers.
 2. The employees engaged on piece rate basis in inland salt works shall be paid such amount of special allowance, which bears the same ratio to the amount of wages payable to such employee on a piece rate basis, as the rate of special allowance payable to A semi-skilled employee employed on time rate basis bears to rate 3 of basic wages payable to such semi-skilled employees.

Explanation for the purpose of this Notification.

- (1) The entire State shall be treated as one Zone.
- (2) The main object of this notification is to prevent the unrealistic fixation of production norms for 8 hours of work. Therefore, the output per worker for 8 hours of works has been scientifically studied and derived by Mahatma Gandhi Labour Institute, Ahmedabad.
- (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (4) An employee employed on part time basis shall be paid 50 per cent of the minimum rates of wages and special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and Female employees shall be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be paid 75 per cent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.

By order and in the name of the Governor of Gujarat.

R. H. VASAVA,

Deputy Secretary to Government

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